

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Wednesday, June 7, 2017 9:00 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

(b) (6)

Per your request, my supervisor is (b) (6).

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Tuesday, June 6, 2017 4:44 PM
To: (b) (6)
Cc: (b) (6)
Subject: FW: Reevaluation Request 6-1-2017

Good Afternoon (b) (6),

Thank you for providing the Notice of Status. I do apologize for being any way associated with a matter such as this as well as trying to find my way through this very unfamiliar road being placed before me. Please know that the picture being drawn of me is far from what I would deem reality. But in order to be an effective (b) (6), one must be ready to weather the storm.

Pursuit to DLAI 1436.08 Enclosure 1, Section 3. All Supervisors and Management Officials must: (d) Act promptly and effectively to stop hostile or retaliatory conduct of which they are aware.

(b) (6)

(b) (6) Nothing has changed here at (b) (6) other than more intense pressure from (b) (6) as now my co-workers are a bunch of disloyal and untrustworthy blankity blanks. My obscurity is still the same but no one has had the heat turned up on them more than (b) (6).
(b) (6) Also, it is widely known that several incidents have been brought to the attention of DLA management with no result.

In addition, I respectfully request the name of your official supervisor. As stated within my original complaint of harassment (b) (6), I was clear that any action against me would be considered as retaliatory conduct. The accusations against me are all (b) (6).
(b) (6) It appears that the proposal (b) (6) are in retaliation or an effort to justify the inappropriate conduct under your charge.

I respectfully request the name of your immediate supervisor and an explanation of why a DLA employee in your chain of command can be placed in obscurity and ignored by a (b) (6), removed from management activities, and stripped of duties without due process for ten months and on-going.

Despite the storm, I truly do wish that you have a great DLA day (evening)!

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Tuesday, June 6, 2017 12:55 PM

To: (b) (6)

Cc: (b) (6)

Subject: RE: Reevaluation Request 6-1-2017

(b) (6)

Providing status as you requested.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Monday, June 5, 2017 11:14 AM

To: (b) (6)

Subject: FW: Reevaluation Request 6-1-2017

Good Morning (b) (6),

The audit for which I requested an extension of time in reply to the (b) (6) has been completed (and could not have gone better). Now that I am within the (b) (6) must express the urgency of any reply to my requests for information. There seems to be information and statements that were not given to me in support of said proposal but rather either omitted or used supporting a recap which could leave out important information in my defense. This would serve as the 3rd request for that information.

I am aware that a previous recommending official in this matter serving closer to the situation, was appointed and had submitted a proposal with (b) (6). The recommending official was (b) (6) and is the appropriate recommending official for this matter pursuant to DLA policy. I am also aware that (b) (6) was the deciding official in this matter and also claims that (b) (6) is the aggrieved party. It is my suspicion that (b) (6) was involved in the development of the proposed recommended (b) (6) without giving (b) (6) due process afforded to an employee of DLA. This could be a possibility of making several people in this matter guilty of collusion.

Therefore, I am formally requesting all information including but not limited to all statements and proposals either taken during an investigation or submitted voluntarily, government emails, history of assignments (for investigations), etc.

pertaining to all accusations, investigations, documented findings, and administration of each event used in the development of the proposal mentioned above. Please let me know if the Agency is willing to deliver this information ASAP or if I must submit a formal request using the Freedom of Information Act.

I therefore request that this matter be suspended indefinitely pending the delivery of all information requested so that (b) (6) delivered by (b) (6) on (b) (6).

I would also like to document that some of (b) (6) attempts to collect information for (b) (6) are proving difficult to impossible as several people are unwilling to make statements as they fear retaliation from (b) (6) (b) (6). This conduct of (b) (6) is well known to the Agency and its management as DLA conducted its own investigation taking several statements verifying (b) (6) inappropriate conduct. Yet has taken no action subjecting our staff to addition harassing conduct and threats.

As a possible resolution to the situation regarding my situation, I would ask that DLA extend an offer to (b) (6) (b) (6) as they say in the legal world. (b) (6) I have learned that matters should be addressed with full disclosure regardless of the environment that (b) (6) team is subjected too. I have also learned that some of (b) (6) and established practices provided and practiced by DLA are incorrect re-enforcing the need for solid SOP's and Audit Readiness in all areas. I believe that I am a good (b) (6) in the DLA world having received (b) (6) rating in each year that I have been with DLA including this past year. I have also (b) (6)

I have two additional requests in the possible resolution of this matter. The first is that I would like an opportunity to write a reply to (b) (6) explaining the situations leading to this (b) (6) well as some time discussing it with (b) (6) via telephone. The second, is that I would like to keep the duties of the (b) (6) (b) (6) (b) (6) which I know I can handle all the duties of both positions with confidence (further explanation can be given upon request).

It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

I would also document at this time that there has been no information or resolution provided to me concerning the allegation of harassment (b) (6). This information is guaranteed to me by DLA policy.

The statements and information contained within or attached to this email are not to be considered in any way, full or in part, as (b) (6)

I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

To: (b) (6) >

Cc: (b) (6)

Subject: Reevaluation Request 6-1-2017

Good Afternoon (b) (6),

Please see the attached request and supporting documentation. (b) (6)

Thank you for your consideration.

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Tuesday, June 6, 2017 2:55 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017
Attachments: Workplace Harassment Investigation--Notice of Status.pdf

(b) (6)

Providing status as you requested.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Monday, June 5, 2017 11:14 AM
To: (b) (6)

Subject: FW: Reevaluation Request 6-1-2017

Good Morning (b) (6)

The audit for which I requested an extension of time in reply to the (b) (6) has been completed (and could not have gone better). Now that I am within the (b) (6) must express the urgency of any reply to my requests for information. There seems to be information and statements that were not given to me in support of said proposal but rather either omitted or used supporting a recap which could leave out important information in my defense. This would serve as the 3rd request for that information.

I am aware that a previous recommending official in this matter serving closer to the situation, was appointed and had submitted a proposal with (b) (6). The recommending official was (b) (6) and is the appropriate recommending official for this matter pursuant to DLA policy. I am also aware that (b) (6) was the deciding official in this matter and also claims that (b) (6) is the aggrieved party. It is my suspicion that (b) (6) was involved in the development of the proposed recommended (b) (6) without giving (b) (6) due process afforded to an employee of DLA. This could be a possibility of making several people in this matter guilty of collusion.

Therefore, I am formally requesting all information including but not limited to all statements and proposals either taken during an investigation or submitted voluntarily, government emails, history of assignments (for investigations), etc. pertaining to all accusations, investigations, documented findings, and administration of each event used in the development of the proposal mentioned above. Please let me know if the Agency is willing to deliver this information ASAP or if I must submit a formal request using the Freedom of Information Act.

I therefore request that this matter be suspended indefinitely pending the delivery of all information requested so that (b) (6) delivered by (b) (6) on (b) (6)

I would also like to document that some of (b) (6) attempts to collect information for (b) (6) are proving difficult to impossible as several people are unwilling to make statements as they fear retaliation from (b) (6) (b) (6). This conduct of (b) (6) is well known to the Agency and its management as DLA conducted its own investigation taking several statements verifying (b) (6) inappropriate conduct. Yet has taken no action subjecting our staff to addition harassing conduct and threats.

As a possible resolution to the situation regarding my situation, I would ask that DLA extend an offer to (b) (6) as they say in the legal world. (b) (6) I have learned that matters should be addressed with full disclosure regardless of the environment that (b) (6) team is subjected too. I have also learned that some of (b) (6) and established practices provided and practiced by DLA are incorrect re-enforcing the need for solid SOP's and Audit Readiness in all areas. I believe that I am a good (b) (6) in the DLA world having received (b) (6) rating in each year that I have been with DLA including this past year. I have also (b) (6) (b) (6) (b) (6) (b) (6)

I have two additional requests in the possible resolution of this matter. The first is that I would like an opportunity to write a reply to (b) (6) explaining the situations leading to this (b) (6) as well as some time discussing it with (b) (6) via telephone. The second, is that I would like to keep the duties of the (b) (6) (b) (6) (b) (6) which I know I can handle all the duties of both positions with confidence (further explanation can be given upon request).

It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

I would also document at this time that there has been no information or resolution provided to me concerning the allegation of harassment (b) (6). This information is guaranteed to me by DLA policy.

The statements and information contained within or attached to this email are not to be considered in any way, full or in part, as (b) (6)

I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

To: (b) (6)

Cc: (b) (6)

Subject: Reevaluation Request 6-1-2017

Good Afternoon (b) (6),

Please see the attached request and supporting documentation. (b) (6)

Thank you for your consideration.

(b) (6)



DEFENSE LOGISTICS AGENCY
DISTRIBUTION
430 MIFFLIN AVENUE
NEW CUMBERLAND, PENNSYLVANIA 17070

June 6, 2017

MEMORANDUM FOR (b) (6)

SUBJECT: WORKPLACE HARASSMENT INVESTIGATION – NOTICE OF STATUS

Pursuant to Army Regulation 15-6 and DLA Instruction 1438.06 (Workplace Harassment Prevention and Response Policy), the (b) (6) on or about February 16, 2017, directed that an investigation be conducted into allegations related to a member of DLA Distribution Hill, Utah.

Pursuant to DLAI 1438.06, Enclosure 1, Section 3(f), I am hereby notifying you, (b) (6) (b) (6) that the investigation has been completed and approved by the Appointing Authority.

Pursuant to DLAI 1438.06, Enclosure 2, Section 8(b), the appropriate management official, in coordination with DLA J1 and Distribution Counsel, will ensure that appropriate corrective or disciplinary action will be undertaken.

Questions on this matter should be directed to (b) (6)

(b) (6)

By signing below, you are acknowledging receipt of this notice.

EMPLOYEE NAME

DATE

From: (b) (6)
To: [REDACTED]
Cc: [REDACTED]
Subject: 375
Date: Thursday, August 3, 2017 10:14:12 AM

Good Morning Ma'am,

I have been advised that I must exhaust all administrative options which includes an EEOC action. However, it has always been my desire to avoid the considerable waste of time and effort, but I cannot do it alone. This email is yet another effort to do so.

You are invited to review (b) (6) in an effort to understand the details which you may not know. (b) (6)

In an effort to help you understand my situation, I have a (b) (6)

(b) (6)

I visit (b) (6) every morning inquiring if there is anything he needs or would like me to do. His answer is always "no, sorry". (b) (6) days and counting!

Have a great DLA day!

(b) (6)

From: (b) (6)
To: (b) (6)
Subject: Have a great DLA day!
Date: Tuesday, August 1, 2017 5:48:34 PM

<https://www.youtube.com/watch?v=H14bBuluwB8>

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, June 1, 2017 3:30 PM
To: (b) (6)
Cc: (b) (6)
Subject: Reevaluation Request 6-1-2017
Attachments: Revaluation Request (b) (6) 6-1-17.pdf; DDHU Org Chart 23JAN 2017.pptx

Good Afternoon (b) (6),

Please see the attached request and supporting documentation. (b) (6)

(b) (6)

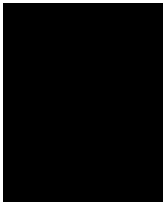
Thank you for your consideration.

(b) (6)

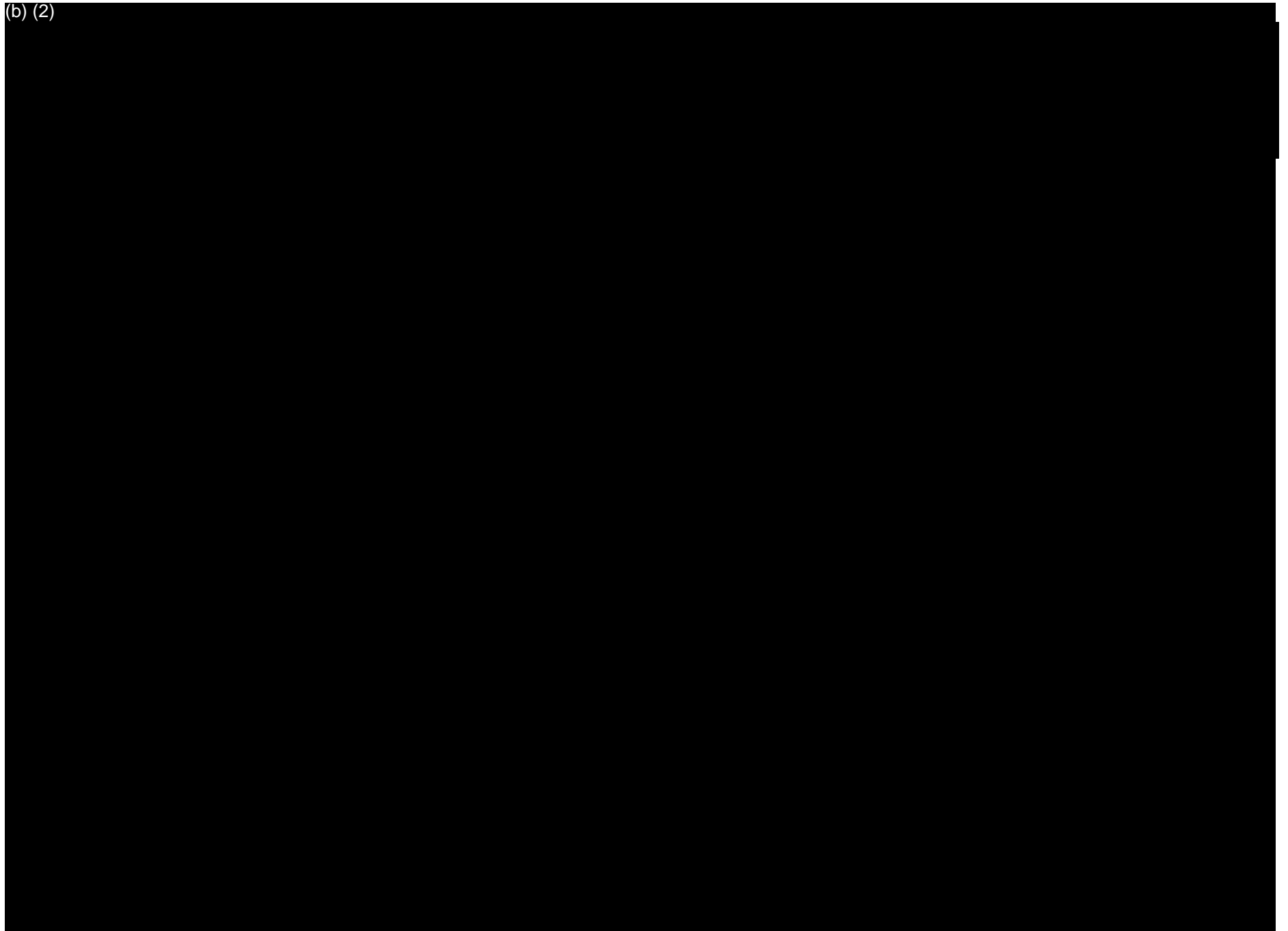
(b) (6)



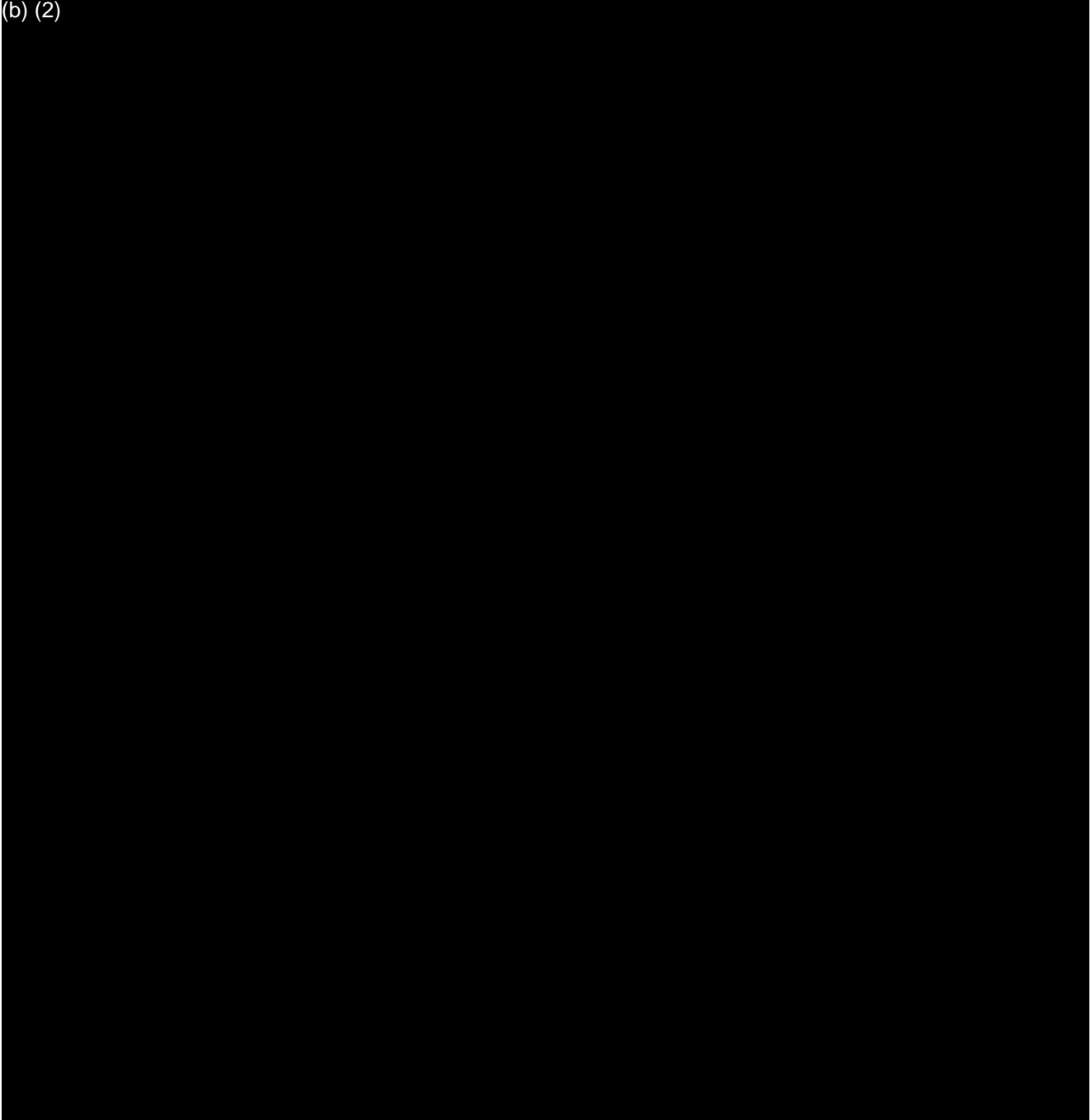
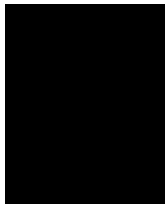
(b) (2)



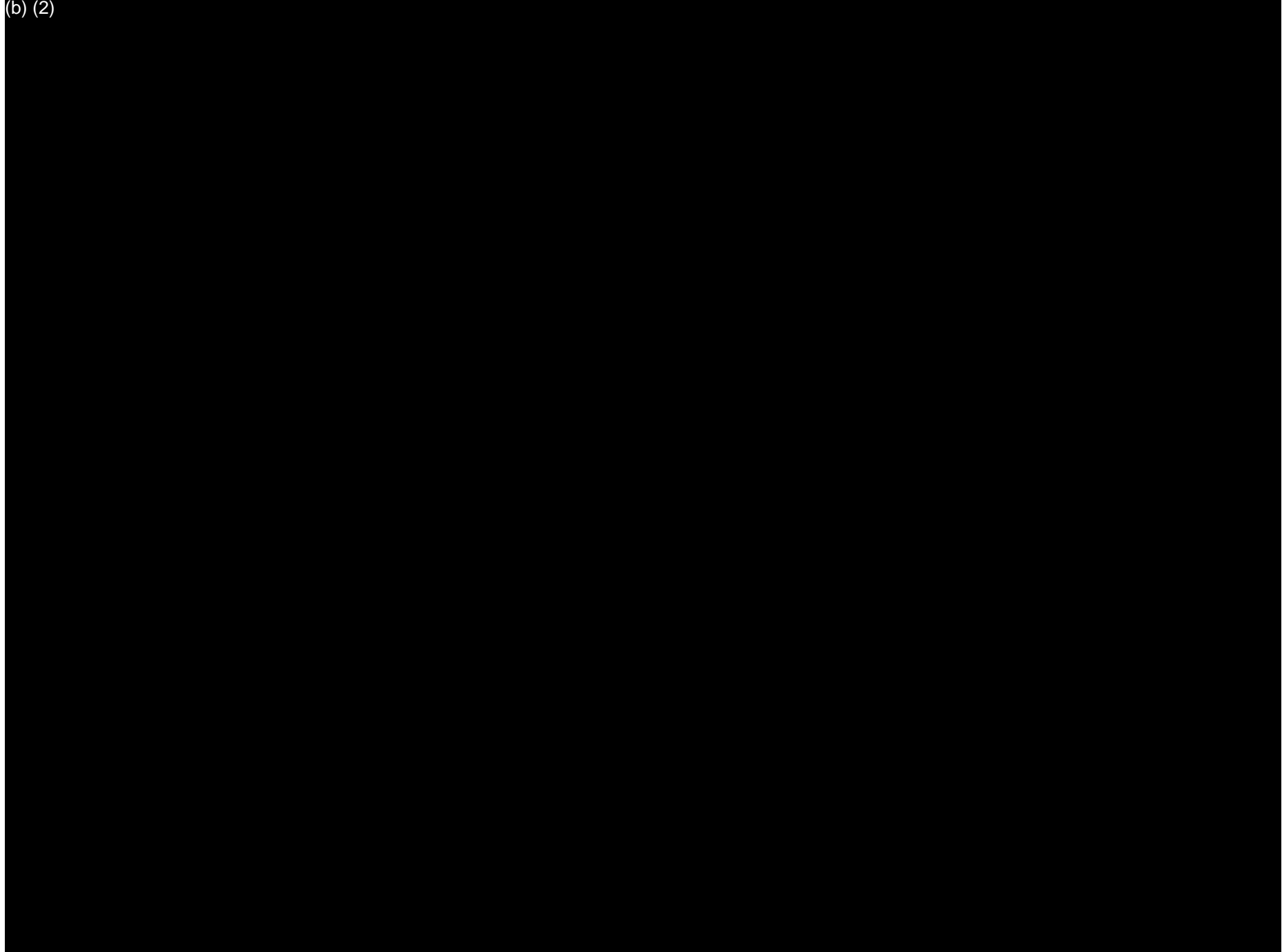
For Official Use Only

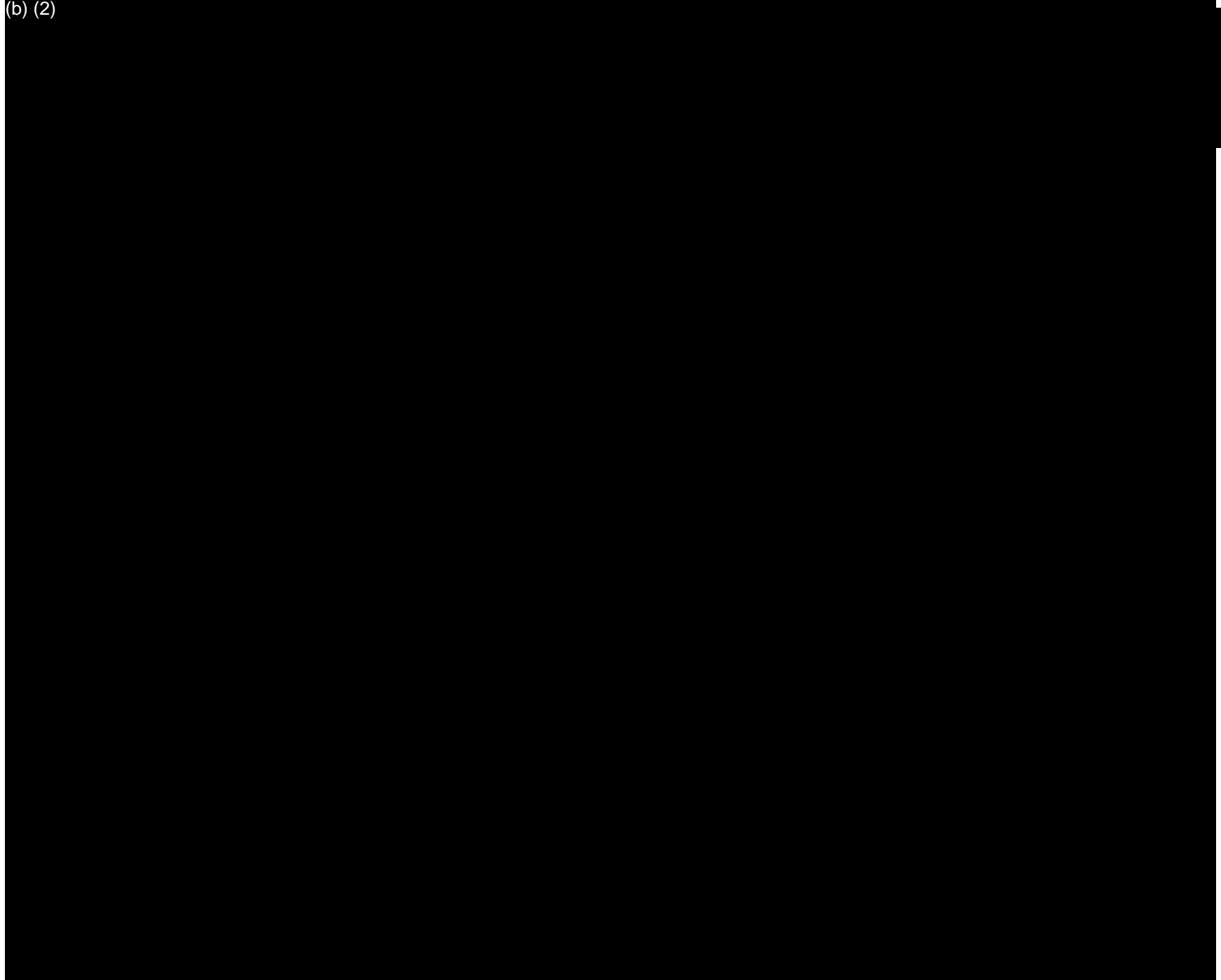


(b) (2)



For Official Use Only





(b) (2)



For Official Use Only

(b) (2)

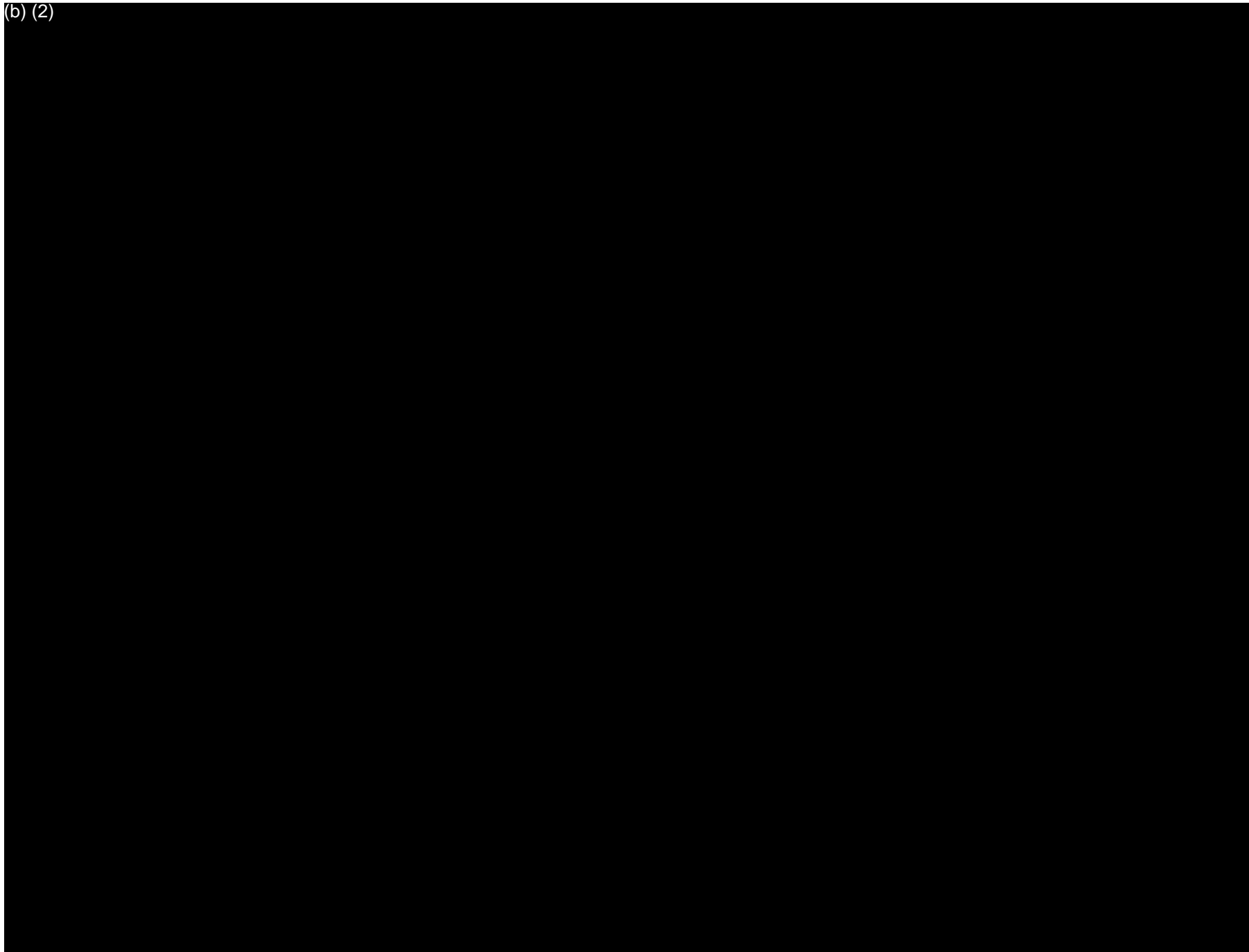


For Official Use Only

(b) (2)



For Official Use Only



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Monday, July 31, 2017 10:42 AM
To: (b) (6)
Cc: (b) (6)
Subject: Harassment Status 7-31-2017

Good Morning (b) (6)

I have received a letter dated (b) (6) which states that DLA has approved my claim of harassment with the main component being (b) (6). (b) (6) Since filing the claim in (b) (6), it is obvious that you have known about this matter and there has been no change in the conditions other than the DLA approval.

I am aware of a rumor that (b) (6) has been reassigned to (b) (6) because of the claim's approval. This rumor was confirmed by (b) (6) in an interview that I had with (b) (6) on (b) (6) where (b) (6) provided (b) (6) appointment letter for (b) (6) at my request.

There are three points I would like to document with possible questions that should be answered.

The first is that I have been (b) (6) as mentioned above. I have been denied (b) (6) My question is "Was this (b) (6) due to a pending investigation and possible (b) (6) or was it due to the harassment which was approved by DLA?"

It is obvious that if my action detailed above was due to a pending investigation and possible (b) (6), that (b) (6) should be moved into a non-supervisory position here at DLA Distribution Hill, Utah pending the resolution of (b) (6) management reassignment. However, if the action detailed above was an act of harassment, then per DLAI 1438.06, DLA must stop the harassment as soon as possible.

The second point and question is that my complaint filed (b) (6) has several components to which some were missed within the appointment letter for (b) (6). (b) (6) asked pointed questions where the knowledge of the actions going on (b) (6) are directed toward (b) (6) by name. While this is a possibility, the sharing of the knowledge that the actions are transpiring causes natural human curiosity as to whom may be involved even if specific names were not used. This natural curiosity would point at no one other than (b) (6) because of the action detailed above. In addition, part of (b) (6) claim was that (b) (6) lied to the DLA Investigator (b) (6) in a statement given on September 2, 2016 which has not only led to a notice of a proposed disciplinary action threatening give (b) (6) but has undoubtedly tarnished if not destroyed (b) (6) reputation with the DLA entities (b) (6) but with the officials at DLA headquarter such as (b) (6). Therefore, I would ask that an amended appointment letter be provided to (b) (6) investigator adding the directive to investigate truthfulness of (b) (6) statements made in the investigation conducted by the (b) (6) (b) (6)

The third point is that it has been communicated to (b) (6) that the continued harassment issues (b) (6) that transpired between the investigation of (b) (6) and the (b) (6) investigation (b) (6) had been reported to DLA with specific names of those receiving those reports being (b) (6) (b) (6)

(b) (6) My question would be "Why was there no action taken until I had to file another complaint of harassment (b) (6))"?
15

Please know that (b) (6) goal is to get these matters out of all of our lives but (b) (6) do not have the authority to make it happen. I am sure that you will agree that this chaos will end with whatever authority it ultimately rests with; for the time being, it is in (b) (6) hands. A reply to the points and questions above is expected from (b) (6) .

Attitude reflects leadership!

https://www.youtube.com/watch?v=guA_4AzXqh0

Have a great DLA day!

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, July 13, 2017 11:57 AM
To: (b) (6)
Cc: (b) (6)
Subject: Request for Constructive Solution

Good Morning (b) (6)

I am sending this email in an effort to begin an effort to begin a constructive solution to the matters that are before us. I realize that (b) (6) statement on behalf of (b) (6) that we are in the middle of a (b) (6) and I respect that position. However, as time goes by, it is my belief that DLA falls deeper in error. It is my hope to put this behind us but I cannot do this until someone from DLA acts in a rational manner.

I will not take much of your time reiterating the details as (b) (6) and many other DLA Officials are well aware. However, it is important to document that I am referring to (b) (6) claim of harassment filed in (b) (6) which was approved by (b) (6) (b) (6) although taking no action, the continuation of the harassment which occurred after the harassment investigation (b) (6) documented to DLA Officials, the claim of retaliation in delivering a (b) (6) filed (b) (6) and not yet acknowledged by (b) (6) and (b) (6) who were all recipients of the claim). Each of these claims fall well within the threshold of DLA 1438.06 although DLA Management is falling well short of their responsibilities.

Regardless of (b) (6) decision, this discussion is in our future. Even though I have been subjected to a year of harassing abuse even suffering some health concerns due to continual stress, I have the resolve necessary to see this through. Know that within 30 days of (b) (6) decision, I will retain an attorney to address the issues that could have easily been addressed months ago. I am not looking forward to the upcoming investigations, the time that it obviously takes, nor where this will lead. Sadly, I fear we have not yet scratched the surface.

I will also notify you and DLA that it is my plan to file an additional complaint against (b) (6) as much of the statements made to (b) (6) on September 2, 2016 are knowingly false and easily proven so.

I guess we hope for the best, plan for the worse, and take what comes.

As always, I wish you a happy and healthy DLA day!

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, July 6, 2017 5:36 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Hi (b) (6)

I was thinking about the FOIA and part of the information that I am looking for. I was thinking that (b) (6) might have some of the information I will be looking for. It seems that the (b) (6) were not complete when provided to me. I understand that only the information provide to me on (b) (6) aid in (b) (6). I also believe that (b) (6) was involved in the determination of the (b) (6). Can this be confirmed or denied?

Thank you for your assistance and have a great weekend!

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, July 6, 2017 9:06 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Hi (b) (6)

Sherry McNaughton is the POC here at New Cumberland's Office of Counsel if you have any questions related to your FOIA request. You will need to use the link I previously provided to you in order to file your request.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Wednesday, July 5, 2017 10:56 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Good Morning (b) (6)

I appreciate your reply. However, I am not looking for information readily available on the internet. I already have that information. The information I was looking for was a specific name of the FOIA Officer appointed by DLA Distribution or the possibility of it being a specific office: DLA Distribution, ATTN: DDC-GC, Mission Drive, Bldg 81, New Cumberland, PA 17070-5000.

Also, I was wondering if you could provide me with a (b) (6)

I have thought a lot about what you must see in your position. Though it doesn't seem pleasant, I would like you to know that I appreciate you and your role in this matter. It cannot be easy but necessary.

I truly hope that you have a great DLA day!

(b)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 29, 2017 7:36 AM

To: (b) (6)

Cc: (b) (6)

Subject: RE: Freedom of Information Act Contact

Hello (b) (6)

Below is the link to submit a request for FOIA information. I've also attached a guide for your use.

<https://foiaonline.regulations.gov/foia/action/public/home>

(b)

-----Original Message-----

From: (b) (6)

Sent: Wednesday, June 28, 2017 4:16 PM

To: (b) (6)

Cc: (b) (6)

Subject: Freedom of Information Act Contact

Hi (b) (6)

According to the information that I have, each Agency has their own group who replies to Freedom of Information Act requests. Can you provide me with a contact that would accept and process the Freedom of Information Act requests that I will be filing?

To keep you in the loop, I have replied electronically to (b) (6) (b) (6) I have also sent a (b) (6) via FedEx to (b) (6) along with a bottle of "Spray Pain Away" as physical evidence in an organized manner as the documentation I received was a mess. I did not send all of the information that was sent to me in support of the (b) (6) (b) (6). Just thought I would let you know even though I know that all the information will be forwarded to (b) (6) (b) (6) I am looking forward to taking this on in its complete form. I have copied (b) (6) on this email to keep someone in (b) (6) chain of command informed as well.

I will be on leave returning (b) (6). Have a fantastic weekend through the holiday!

(b)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, July 6, 2017 5:26 PM
To: (b) (6)
Cc: (b) (6)
Subject: FW: HRM Refresher

Good Afternoon (b) (6)

On April 13, 2017, I sent you an email as (b) (6) to explain the reason that I had been (b) (6). I have not received anything from you to that end. As you are aware, I have received (b) (6). I have delivered (b) (6).

It has been almost (b) (6) (b) (6). During that time I filed a complaint of harassment stating that I have been (b) (6). You notified me of the approval of this claim on (b) (6). I am current overdue on (b) (6). The email below is yet another example of the continued harassment that was approved.

The (b) (6) is just that, (b) (6)! Yet, DLA Management has allowed this well-known situation to go on for (b) (6). I am curious as to what DLA Management considers negligence. So, I ask you again, why am I not allowed to (b) (6)?

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, July 6, 2017 2:55 PM
To: (b) (6)
Subject: RE: HRM Refresher

(b) (6)

No I can 't because I go through (b) (6) who consults someone and sends me that opinion. So I do not know who in legal.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, July 06, 2017 2:41 PM
To: (b) (6)
Subject: RE: HRM Refresher

(b) (6)

Can you be more specific? Who is the legal contact?

(b)
(6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, July 6, 2017 2:36 PM

To: (b) (6)

Subject: HRM Refresher

(b)
(6)

Legal recommends I advise you to wait on (b) (6), pending (b) (6)

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, July 6, 2017 11:51 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Thank you (b) (6). It is my greatest hope that this particular path does not have to be walked.

I have a question; The Douglas Factors require a review of the "Consistency of the penalty with those imposed upon other employees for the same or similar offenses" and "Consistency of the penalty with the Agency's Table of Penalties". How is it possible to explore these elements within the DoD while protecting individual employees and doing so prior to filing a lawsuit filing interrogatories?

I am particularly interested in (b) (6). (b) (6) know that (b) (6) are fully aware of (b) (6) situation and I appreciate (b) (6) neutrality. I also would like to apologize for my passion in this matter, but I am sure you understand.

Know that someone in the Great State of Utah appreciates you!

Have a great DLA day!

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, July 6, 2017 9:06 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Hi (b) (6). Sherry McNaughton is the POC here at New Cumberland's Office of Counsel if you have any questions related to your FOIA request. You will need to use the link I previously provided to you in order to file your request.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Wednesday, July 5, 2017 10:56 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Good Morning (b) (6).

I appreciate your reply. However, I am not looking for information readily available on the internet. I already have that information. The information I was looking for was a specific name of the FOIA Officer appointed by DLA Distribution or

the possibility of it being a specific office: DLA Distribution, ATTN: DDC-GC, Mission Drive, Bldg 81, New Cumberland, PA 17070-5000.

Also, I was wondering if you could provide me with a timeline for (b) (6)

I have thought a lot about what you must see in your position. Though it doesn't seem pleasant, I would like you to know that I appreciate you and your role in this matter. It cannot be easy but necessary.

I truly hope that you have a great DLA day!

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, June 29, 2017 7:36 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Hello (b) (6)

Below is the link to submit a request for FOIA information. I've also attached a guide for your use.

<https://foiaonline.regulations.gov/foia/action/public/home>

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Wednesday, June 28, 2017 4:16 PM
To: (b) (6)
Cc: (b) (6)
Subject: Freedom of Information Act Contact

Hi (b) (6)

According to the information that I have, each Agency has their own group who replies to Freedom of Information Act requests. Can you provide me with a contact that would accept and process the Freedom of Information Act requests that I will be filing?

To keep you in the loop, I have replied electronically to (b) (6) (b) (6) I have also sent a (b) (6) via FedEx to (b) (6) along with a bottle of "Spray Pain Away" as physical evidence in an organized manner as the documentation I received was a mess. I did not send all of the information that was sent to me in support of the (b) (6) Just thought I would let you know even though I know that all the information will be forwarded to (b) (6) (b) (6) I am looking forward to taking this on in its complete form. I have copied (b) (6) on this email to keep someone in (b) (6) chain of command informed as well.

I will be on leave returning (b) (6). Have a fantastic weekend through the holiday!

(b)
(c)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Monday, July 3, 2017 11:38 AM
To: (b) (6)
Cc: (b) (6)
Subject: DLAI 1438.06 #3
Attachments: (b) (6) Defamation 6-29-2017.pdf

(b) (6),

It is again with great apprehension that I must bring a continuation of the same matter to (b) (6) attention. Please see the attached memorandum (confirmation of receipt should be sent by each recipient). I have copied (b) (6) (b) (6) as they are the designated HR representatives. I have copied (b) (6) because (b) (6) is (b) (6) supervisor and I have seen no action on (b) (6) part to cease the hostilities which (b) (6) and all of DLA management are well aware of.

The attached is being sent to (b) (6) attention as (b) (6) are (b) (6) supervisor; following DLA procedure per DLAI 1438.06. It seems that the actions reportedly taken by DLA have done nothing but channel (b) (6) to a different scope of harassment and retaliation spilling outside of the DLA Distribution family. From the beginning, I have repeatedly tried to solve this matter at the lowest level; this has not been effective to say the least.

I can see that DLA and I are on a clear collision course. Whether it be the lack of action or the undue command influence is creating a powder keg that should have been handled at the lowest level. The issues are not even complicated which makes the situation all the more complexing.

I thank you for your time and as always, I wish you the very best DLA day that we can have.

v/r

(b) (6)

To: (b) (6)
From: (b) (6)

Date: June 29, 2017

cc: (b) (6)

The memorandum comes to you in addition to the claims of harassment (the first already approved) and retaliation already presented to (b) (6)

It has been brought to my attention that (b) (6) has been given a proposed disciplinary letter for the investigated and approved claim of harassment brought against him, (b) (6) and DLA in (b) (6). It is my understanding that (b) (6) was given an extended date of (b) (6) to reply to this proposed discipline. I only list this date to show the validity of (b) (6) information as I bring a new complaint against (b) (6).

As stated in (b) (6) complaint to (b) (6) filed on (b) (6) there has been no relief to the situation to which (b) (6) have notified (b) (6) of the approval to this claim. A number of (b) (6) testified in the investigation to which (b) (6) expanded as (b) (6) investigator (b) (6) discovered the severity and pervasiveness of harassment perpetrated by (b) (6) at DLA Distribution Hill, Utah. As you are well aware, this entity is under (b) (6) charge and control. Yet, the harassment has been allowed to continue and even increased against those who put their trust in (b) (6) and DLA management.

(b) (6) have also filed a charge of retaliation against (b) (6). I believe that the memorandum of proposed demotion and suspension toward (b) (6) was driven because of the claim of harassment (b) (6). The allegations brought forth within that memorandum are contrived through (b) (6) deceit and claims of impropriety which (b) (6) have continued to deny. I have delivered (b) (6) and look forward to a proper inspection of the facts which I am confident will support my position.

However, this memorandum is not produced in an effort to recount history. It is being sent to (b) (6) of an additional claim of harassment (defamation) that (b) (6) bringing toward (b) (6). In the past several weeks, (b) (6) has made it known that (b) (6) has received a proposed disciplinary letter which proposes a reassignment to DLA Headquarters in New Cumberland, PA to a (b) (6) position (b) (6).

The claim of harassment (defamation) is being made as (b) (6) is openly sharing the letter and circumstances with several people within the DLA community here at Hill, Utah. I am aware that (b) (6) has shared the letter and circumstances with:

(b) (6)

Because of this indiscretion and careless handling of the knowledge of the proposed disciplinary action, many other DLA employees who have not been told directly from (b) (6) (b) (6) have been made aware of the situation through the inquisitive nature of our DLA community. Other groups that are fully aware of the situation are:

The (b) (6) of DLA Distribution which is the majority of the DLA Distribution employees. (b) (6) (b) (6) when the approved harassment started.

The contracted employees of (b) (6) (b) (6) (b) (6)

Many other employees within the DLA community outside of DLA Distribution.

The claim of defamation that I am making (b) (6) aware of is that (b) (6) was directly overheard telling (b) (6) that (b) (6) had a troubled employee that was causing (b) (6) to have problems. (b) (6) shared some of the details from the situation and (b) (6) proposed disciplinary action (letter). Others on the list above have reported as stating 'Why would (b) (6) share that with me?' The upper management of the DLA entities is a small community and it is obvious (b) (6) is referring to (b) (6) (b) (6) (b) (6) has talked with (b) (6) specifically discussing the details of why (b) (6) has (b) (6)

In addition, (b) (6) applied for a (b) (6) in an effort to escape from the harassing environment under (b) (6). It was reported to (b) (6) that despite being the most qualified candidate for the position, another selection was made because (b) (6) had made less than flattering statements about (b) (6) and one other candidate (b) (6) that works in (b) (6). Everyone believed that these comments were made because (b) (6) was a referred candidate as well. A different candidate was selected even though very educated, had no experience or qualifications for that position (b) (6) on the other hand,

have all the qualifications including (b) (6) and (b) (6) in that billet.

It has also been reported to me that (b) (6) has used the 2016 culture survey results in yet another attempt to create animosity between (b) (6). In a June, 2017 management meeting with the DLA Supervisors, (b) (6) reported the results of the latest culture survey stating that the poor results were due to (b) (6). He also stated that (b) (6) position would be replaced soon which is a continuation of the documented harassment approved by DLA. A organizational chart of DDHU personnel dated May 2017 shows (b) (6).

The statements made by (b) (6) and others are careless and negligent causing harm to (b) (6) reputation as well as the potential for (b) (6) continuation in (b) (6) career. (b) (6) continues to use every opportunity to slander (b) (6) good name to gain favor with others and what seems to be (b) (6) immediate pleasure. These individuals have no need to know details of this matter especially when the due process has not been followed. (b) (6) knows that (b) (6) statements are false; acting with reckless disregard to the propriety of (b) (6) position and situation. These disclosures are not in the scope of (b) (6) employment and are contradictory to (b) (6) position as a high ranking representative of DLA. (b) (6) careless behavior is not only slanderous to (b) (6) but has a negative effect on the Agency and its management.

Unbeknownst to or disregarded by (b) (6) is one of (b) (6) childhood friends. He lives a short distance from (b) (6) and serves in a (b) (6) position. (b) (6) and others making (b) (6) reputation very valuable to (b) (6) community. (b) (6) have worked very hard to be successful at (b) (6) career and in (b) (6) community. (b) (6) will not let these efforts be destroyed by these events.

These activities are in addition to my employment being threatened by an adverse action being brought upon (b) (6) by the Agency due in part by false statements that (b) (6) made to a (b) (6). These statements will be shown to be false and inflammatory. In addition to this claim of defamation, (b) (6) also intend to show (b) (6) influence in the progression of this adverse action, the lack of due process on the part of DLA, the continuation of harassing activities with the full knowledge of DLA Management, and the retaliation by DLA Management.

(b) (6) have been living with the full force of undue harassment of a (b) (6) that works directly for (b) (6). (b) (6) informed (b) (6) about this problem five months ago and

sadly there has been no noticeable action taken. Even the proposed disciplinary action rumored for (b) (6) has DLA Distribution employees concerned as should (b) (6) (b) (6) be re-assigned to Headquarters (b) (6) will still have the ability to retaliate through making our processes difficult and harm our careers through the continued influence of others. The DLA Distribution employees at Hill, Utah ask "When will this madness end?" The employees not affected by the harassment watch in awe with those affected as the harassment and careless behavior of our (b) (6) continues.

(b) (6)



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Monday, July 3, 2017 8:12 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Thank you (b) (6)

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, June 29, 2017 7:36 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Freedom of Information Act Contact

Hello (b) (6)

Below is the link to submit a request for FOIA information. I've also attached a guide for your use.

<https://foiaonline.regulations.gov/foia/action/public/home>

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Wednesday, June 28, 2017 4:16 PM
To: (b) (6)
Cc: (b) (6)
Subject: Freedom of Information Act Contact

Hi (b) (6)

According to the information that I have, each Agency has their own group who replies to Freedom of Information Act requests. Can you provide me with a contact that would accept and process the Freedom of Information Act requests that I will be filing?

To keep you in the loop, I have replied electronically to (b) (6) (b) (6) I have also sent a (b) (6) via FedEx to (b) (6) along with a bottle of "Spray Pain Away" as physical evidence in an organized manner as the documentation I received was a mess. I did not send all of the information that was sent to me in support of the (b) (6) Just thought I would let you know even though I know that all the information will be forwarded to (b) (6) (b) (6) I am looking forward to taking this on in its complete form. I have copied (b) (6) on this email to keep someone in (b) (6) chain of command informed as well.

I will be on leave returning (b) (6). Have a fantastic weekend through the holiday!

(b)
(c)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Wednesday, June 28, 2017 4:16 PM
To: (b) (6)
Cc: (b) (6)
Subject: Freedom of Information Act Contact

Hi (b) (6)

According to the information that I have, each Agency has their own group who replies to Freedom of Information Act requests. Can you provide me with a contact that would accept and process the Freedom of Information Act requests that I will be filing?

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I will be on leave returning (b) (6). Have a fantastic weekend through the holiday!

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, June 22, 2017 6:46 PM
To: (b) (6)
Cc: (b) (6)
Subject: Returned as Requested
Attachments: Harassment Claim Approval 06 June 2017 (b) (6).pdf



DEFENSE LOGISTICS AGENCY
DISTRIBUTION
430 MIFFLIN AVENUE
NEW CUMBERLAND, PENNSYLVANIA 17070

June 6, 2017

MEMORANDUM FOR (b) (6)

SUBJECT: WORKPLACE HARASSMENT INVESTIGATION – NOTICE OF STATUS

Pursuant to Army Regulation 15-6 and DLA Instruction 1438.06 (Workplace Harassment Prevention and Response Policy), the DLA Distribution Deputy Commander, on or about (b) (6) directed that an investigation be conducted into allegations related to a member of (b) (6)

Pursuant to DLAI 1438.06, Enclosure 1, Section 3(f), I am hereby notifying you, as a person who reported harassment and/or was subjected to harassment, that the investigation has been completed and approved by the Appointing Authority.

Pursuant to DLAI 1438.06, Enclosure 2, Section 8(b), the appropriate management official, in coordination with DLA J1 and Distribution Counsel, will ensure that appropriate corrective or disciplinary action will be undertaken.

Questions on this matter should be directed to (b) (6)

(b) (6)

By signing below, you are acknowledging receipt of this notice.

(b) (6)

EMPLOYEE NAME

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Monday, June 12, 2017 8:59 AM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Demand for Immediate End to Harassment and Retaliation

Sir,

Thank you for your reply. Again, I apologize for taking your time with such matters.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Thursday, June 8, 2017 12:37 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Demand for Immediate End to Harassment and Retaliation

(b) (6)

I acknowledge receipt of your email and I'll consult with my staff to provide you a response.

v/r,

(b) (6)

DLA Distribution - Right Things....at the Right Place, at the Right Time!
We are DLA - America's Combat Logistics Support Agency!

-----Original Message-----

From: (b) (6)
Sent: Thursday, June 8, 2017 1:35 PM
To: (b) (6)
Cc: (b) (6)
Subject: FW: Demand for Immediate End to Harassment and Retaliation

Sirs,

It is with great sadness and apprehension that I must send this email as an official and formal complaint of retaliation and dereliction of duty against (b) (6)

On or about (b) (6) I filed a complaint of harassment against our (b) (6). The claim was immediately investigated within one month of the original filing (on or about (b) (6)). The attached memorandum details the fact that part of the harassment claim was due to the fact that I have been (b) (6) (b) (6) (b) (6)

On April 13th, 2017, I inquired of (b) (6) as to the status of the investigation, as not only has nothing been done to change the alleged behavior but the harassing behavior (b) (6) has intensified for (b) (6) and (b) (6) has launched a campaign to further discredit (b) (6). While not meaning to offend (b) (6) but after dealing (b) (6) and other harassing behavior from (b) (6) (b) (6) I respectfully requested that (b) (6) job or tell me why (b) (6) (b) (6) reply is documented on the attached memo stating that (b) (6) would tell the appropriate people at the appropriate time.

One month later on May 15, 2017, I received a (b) (6). When discussing this matter with (b) (6) (b) (6), (b) (6) (b) (6) certain that an investigation into this matter will show that (b) (6) (b) (6), has been influencing this matter since the beginning.

On June 5, 2017, I sent an email to (b) (6) stating that I was entitled the status of the investigation into the claim of harassment per DLA Policy. I received a memorandum dated June 6, 2017 from (b) (6) stating that the claim of harassment had been approved by the appointing authority and that appropriate corrective or disciplinary action will be undertaken. Yet, (b) (6) has taken no action to end the harassing conduct which is guaranteed by the very same DLA policy.

On June 7, 2017, I sent the attached memo as a demand for immediate end to harassment and retaliation. Again, trying to solve the problem at the lowest level. (b) (6) ' reply was to convey to (b) (6) (b) (6) that (b) (6) needed to keep (b) (6) mouth shut. (b) (6) informed (b) (6) this morning June 8, 2017 that while (b) (6) could listen to (b) (6) (b) (6) would no longer talk with (b) (6) about the situation.

This morning, I was very discouraged as I believe that DLA is better than all of this. DLA has substantiated a claim of harassment and has done nothing about it but protect the aggressor and allow continued harassing behavior which has been repeatedly reported to (b) (6) and others; as well as continued defamation of (b) (6) character. In deciding whether or not to just give up and submit, I was approached by a co-worker who stated "It is pretty bad when someone finally stands up, and they just slam you to the ground".

Sir, oppression is only overcome when someone is willing to stand for what is right, no matter how bruised, battered, or bloody they are at the end of the fight. While I face (b) (6), now have (b) (6) (with stress being the number one factor), and live in stress and fear at work each and every day, I will not stand idly by and allow this blatant disregard for DLA policy and insult to human decency.

Therefore, I respectfully request that an investigation be conducted into a formal claim of harassment, intimidation, and retaliation of the conduct of (b) (6)

Specific allegations:

(b) (6) has sought to intimidate members of (b) (6) staff into recanting their statements into the investigation conducted on or about (b) (6).

(b) (6) is using a harsh disciplinary action in an effort to punish a victim of harassment for either filing the action or inquiring about information or that action.

(b) (6) have both engaged in harassing conduct to cover-up additional harassment that has been endured by certain members of the (b) (6) staff to which has been communicated and understood by DLA Management.

(b) (6) has failed to act in (b) (6) position of responsibility by neglectfully and willfully disregarding known and acknowledged harassment which (b) (6) is and was obligated to stop per DLAI 1438.06.

Sir, my goal is not to create gain or problems outside of the Agency. It is my goal to stop all the hostilities and simply get people to do their **** jobs. We have excellent training, an excellent mission, the resources to get it done, and yet, we have things like this jacking it all up. With that, I am in this for the long haul and I am right. (b) (6) laughingly says (b) (6) While I despise that phase, it is true when you are right.

I would like to offer a proposal to you in an effort to solve this issue at the lowest level even though it has reached your level. I am requesting that:

- all harassment and intimidation at (b) (6) be stopped immediately primarily but not limited to the conduct of (b) (6)
- I am immediately (b) (6) (b) (6)
- all hostilities including any and all disciplinary actions toward (b) (6) be dropped immediately.
- I receive an assurance from (b) (6) in writing that I will not be targeted, retaliated against, or threaten further with disciplinary actions for past allegations.

Sir, DLA has screwed this matter up so terribly. I have pleaded and demanded that action be taken to correct it. Those of us under your charge understand that you expect us to do our job. Is it wrong for subordinates to have the expectation that our superiors do their jobs and without intimidation, harassment and retaliation? Our documented training and policies support this mindset and I would be willing to stand with you to defend it as well.

It is my ultimate hope that this is corrected in house, but Sir, I give you my oath, it will be corrected.

(b) (6)

Pursuant to DLAI 1438.06, a confirmation of receipt of this formal complaint is required. I do not have a DLA legal contact who must be notified if pursued formally.

-----Original Message-----

From: (b) (6)
Sent: Wednesday, June 7, 2017 10:57 AM
To: (b) (6)
Cc: (b) (6)
Subject: Demand for Immediate End to Harassment and Retaliation

(b) (6)

Please see the attached as it requires immediate attention. I am available to answer any questions by calling (b) (6)
(b) (6) If you would like to check any facts, please contact (b) (6)

Thank you for your time.

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, June 8, 2017 1:35 PM
To: (b) (6)
Cc: (b) (6)
Subject: FW: Demand for Immediate End to Harassment and Retaliation
Attachments: Demand for Immediate End to Harassment and Retaliation June 7 2017.docx

Sirs,

It is with great sadness and apprehension that I must send this email as an official and formal complaint of retaliation and dereliction of duty against (b) (6).

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(b) (6) has failed to act in (b) (6) position of responsibility by neglectfully and willfully disregarding known and acknowledged harassment which (b) (6) is and was obligated to stop per DLA 1438.06.

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I would like to offer a proposal to you in an effort to solve this issue at the lowest level even though it has reached your level. I am requesting that:

- all harassment and intimidation at (b) (6) be stopped immediately primarily but not limited to the conduct of (b) (6)
- I am immediately returned to the duties of position as (b) (6)
- all hostilities including any and all disciplinary actions toward (b) (6) be dropped immediately.
- I receive an assurance from (b) (6) in writing that I will not be targeted, retaliated against, or threaten further with disciplinary actions for past allegations.

Sir, DLA has screwed this matter up so terribly. I have pleaded and demanded that action be taken to correct it. Those of us under your charge understand that you expect us to do our job. Is it wrong for subordinates to have the expectation that our superiors do their jobs and without intimidation, harassment and retaliation? Our documented training and policies support this mindset and I would be willing to stand with you to defend it as well.

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(b) (6)

Pursuant to DLAI 1438.06, a confirmation of receipt of this formal complaint is required. I do not have a DLA legal contact who must be notified if pursued formally.

-----Original Message-----

From: (b) (6)

Sent: Wednesday, June 7, 2017 10:57 AM

To: (b) (6)

Cc: (b) (6)

Subject: Demand for Immediate End to Harassment and Retaliation

(b) (6)

Please see the attached as it requires immediate attention. I am available to answer any questions by calling (b) (6)

(b) (6) If you would like to check any facts, please contact (b) (6).

Thank you for your time.

(b) (6)

June 7, 2017

To: (b) (6)
From: (b) (6)
Subject: Demand for Immediate End to Harassment and Retaliation

(b) (6)

It is and always has been my intension to solve problems at the lowest level. It is with that in mind that I write this Demand for Immediate End to Harassment and Retaliation. I will not belabor the retelling of all the facts of this entire situation as I have faith that you are well informed.

There are some facts that must be considered in whether or not you chose to have this matter escalate. First is the documented fact of the claim of harassment that I filed against DLA on or about (b) (6). This claim was investigated and approved by the appointing authority as documented in your Memorandum for Record dated June 6, 2017. I have yet to sign and return (b) (6) memo as there has been a complete failure to follow DLA policy in ending the now substantiated harassment. In addition to not adhering to DLA policy (Pursuit to DLAI 1436.08 Enclosure 1, Section 3. All Supervisors and Management Officials must: (d) Act promptly and effectively to stop hostile or retaliatory conduct of which they are aware), (b) (6) are fully aware that the harassment that has continued and intensified through communications from (b) (6) with one being (b) (6) (b) (6).

Your memo dated June 6, 2017 states that appropriate corrective or disciplinary action will be taken. In fact, (b) (6) has disclosure that he has been reassigned due to this decision and mocks that this action will take well over a year to take effect as (b) (6) is seeking information not given (b) (6) using the Freedom of Information Act (at (b) (6) guidance). (b) (6) is also boasting that (b) (6) is getting legal counsel from a DLA attorney (b) (6) who has guided (b) (6) to an attorney that will represent (b) (6) in this matter. (b) (6) discloser of this information will yet again increase the difficulty on some of the DLA employees at this depot.

(b) (6) was accused of several different things. I have explained through my statements that these events were driven because of the misinterpretation and cultivation of statements of a disgruntled employee which we now know has had a history of such events, unreliable communication and lack of training by (b) (6), and a result of the hostile work environment that is now documented by DLA. While there are many things that should have been differently, some known at the time and others learned afterward, the simple fact is that (b) (6) lack of understanding, interference, lack of ethics and morals are the main cause for DLA egregiously mishandling this matter.

As (b) (6) are fully aware, I have been (b) (6) until present by (b) (6) (b) (6)

his

treatment of any employee is not right leading me to file the claim of harassment which was substantiated by DLA. Again, I reiterate that it continues and (b) (6) are aware of it.

I am also aware that my (b) (6) was appointed as the recommending official and (b) (6) was the deciding official in a possible disciplinary action against (b) (6). (b) (6) informed (b) (6) that (b) (6) had submitted a recommendation to DLA HR in or around January of 2017 under the full influence, knowledge and direction of (b) (6). (b) (6) is the (b) (6) here at (b) (6) and the deciding official in (b) (6). This is a clear violation of DLA policy, procedure, and (b) (6) employment rights.

(b) (6) were relieved of this responsibility when I filed my claim of harassment in (b) (6) which is many months after the alleged accusations and completed investigations. However, (b) (6) influence is easily traced to the proposed (b) (6) Memorandum I received from (b) (6) on (b) (6).

This action is also easily traced as an act of retaliation on (b) (6) part from an email I set to (b) (6) on April 13, 2017 stating "It is with great respect for both you and DLA, that in addition to the request for information of the status of my complaint that I request that you do your job or tell me (b) (6). I truly apologize for being direct but (b) (6) and I would ask that (b) (6) think of how (b) (6) might handle a situation such as this. Please know that I am willing to discuss all matters at your convenience."

Your reply email dated April 17, 2017 stated:

(b) (6)

I will be equally direct with you. I am doing my job.

I recognize you will not know the level of activity going on here in order to appropriately respond to your complaint. (b) (6) completed (b) (6) written report and I met with (b) (6) two weeks ago.

I have decided upon a course of action that will be communicated at the appropriate time and with the appropriate people.

(b) (6)

It is my belief that (b) (6) directed DLA personnel to "(b) (6)" by pulling what could be found from the archives to possibly justify the harassment that I have endured (b) (6). I am not sure if this act of retaliation was driven from (b) (6) filing the harassment complaint, (b) (6) asking (b) (6) to do (b) (6) job, or asking (b) (6) to tell (b) (6) (b) (6), but whichever it was, it was an act of retaliation and a continuation of the documented harassment that (b) (6) so well aware of.

(b) (6) you have the responsibility to put an end to the harassment and retaliation that is occurring within (b) (6) charge. DLA has a wonderful mission supported by over (b) (6) employees here at (b) (6). This entire collection of events has been playing out in full view for all to see. There are few employees that do not know (b) (6).

(b) (6) I have offered several times to discuss this will DLA management and have been told many times that they are not willing or have been directed by HR and Legal to not discuss the matters with me. As a result, I did not know many of the accusations, statements made, or individual interpretations until the information was given to me in support of (b) (6) (b) (6) on (b) (6). Many of them contradict themselves or are incorrect (especially by (b) (6)). That bridge will be crossed if we get to it.

Therefore, I must demand that you end the harassment that is documented, substantiated, and additionally reported DLA management at (b) (6). This can only be completed by reinstating (b) (6) (b) (6) and dropping all investigations and actions against (b) (6) they were aggravated by interfering and harassing conduct of (b) (6).

I would also demand that the proposed (b) (6) be withdrawn as the (b) (6), though unofficial and egregiously failed in giving (b) (6) due process, were more than sufficient in its purpose.

If I have not been notified in writing, that I have been (b) (6) this matter will be escalated to (b) (6) (b) (6), and DLA Legal as a formal complaint causing a full investigation into what we all know to be true. In addition, (b) (6) to be copied on an email to (b) (6) stating that the action against (b) (6) has been withdrawn.

(b) (6) stated to (b) (6) that (b) (6) recognize that I will not know the level of activity going on to appropriately respond to my complaint. While that may be true, my coworkers and I are living and have been living with the level of activity that should have been handled months if not years ago.

I would appreciate a quick end to this debacle. However, if you chose to take the long road in this matter, I can only state one of my favorite sayings "Let's do it".

As always, let's have a great DLA day!

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Wednesday, June 7, 2017 12:58 PM
To: (b) (6)
Cc: (b) (6)
Subject: Demand for Immediate End to Harassment and Retaliation
Attachments: Demand for Immediate End to Harassment and Retaliation June 7 2017.docx

(b) (6)

Please see the attached as it requires immediate attention. I am available to answer any questions by calling (b) (6)

(b) (6) If you would like to check any facts, please contact (b) (6).

Thank you for your time.

(b) (6)

June 7, 2017

To: (b) (6)
From: (b) (6)
Subject: Demand for Immediate End to Harassment and Retaliation

(b) (6),

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There are some facts that must be considered in whether or not you chose to have this matter escalate. First is the documented fact of the claim of harassment that I filed against DLA on or about (b) (6). This claim was investigated and approved by the appointing authority as documented in your Memorandum for Record dated June 6, 2017. I have yet to sign and return (b) (6) memo as there has been a complete failure to follow DLA policy in ending the now substantiated harassment. In addition to not adhering to DLA policy (Pursuit to DLA 1436.08 Enclosure 1, Section 3. All Supervisors and Management Officials must: (d) Act promptly and effectively to stop hostile or retaliatory conduct of which they are aware), (b) (6) are fully aware that the harassment that has continued and intensified through communications from (b) (6) with one being (b) (6).

Your memo dated June 6, 2017 states that appropriate corrective or disciplinary action will be taken. In fact, (b) (6) has disclosure that he has been reassigned due to this decision and mocks that this action will take well over a year to take effect as (b) (6) is seeking information not given (b) (6) using the Freedom of Information Act (at (b) (6) guidance). (b) (6) is also boasting that (b) (6) is getting legal counsel from a DLA attorney (b) (6) who has guided (b) (6) to an attorney that will represent (b) (6) in this matter. (b) (6) discloser of this information will yet again increase the difficulty on some of the DLA employees at this depot.

(b) (6) was accused of several different things. I have explained through my statements that these events were driven because of the misinterpretation and cultivation of statements of a disgruntled employee which we now know has had a history of such events, unreliable communication and lack of training by (b) (6) and a result of the hostile work environment that is now documented by DLA. While there are many things that should have been differently, some known at the time and others learned afterward, the simple fact is that (b) (6) lack of understanding, interference, lack of ethics and morals are the main cause for DLA egregiously mishandling this matter.

As (b) (6) are fully aware, I have been (b) (6) until present by (b) (6)
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treatment of any employee is not right leading me to file the claim of harassment which was substantiated by DLA. Again, I reiterate that it continues and (b) (6) are aware of it.

I am also aware that my (b) (6) was appointed as the recommending official and (b) (6) was the deciding official in a possible disciplinary action against (b) (6). (b) (6) informed (b) (6) that (b) (6) had submitted a recommendation to DLA HR in or around January of 2017 under the full influence, knowledge and direction of (b) (6). (b) (6) is the (b) (6) here at (b) (6), and the deciding official in (b) (6). This is a clear violation of DLA policy, procedure, and (b) (6) employment rights.

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This action is also easily traced as an act of retaliation on (b) (6) part from an email I set to (b) (6) on April 13, 2017 stating "It is with great respect for both you and DLA, that in addition to the request for information of the status of my complaint that I request that you do your job or tell me (b) (6). I truly apologize for being direct but (b) (6) and I would ask that (b) (6) think of how (b) (6) might handle a situation such as this. Please know that I am willing to discuss all matters at your convenience."

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I have decided upon a course of action that will be communicated at the appropriate time and with the appropriate people.

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(b) (6), you have the responsibility to put an end to the harassment and retaliation that is occurring within (b) (6) charge. DLA has a wonderful mission supported by over (b) (6) employees here at (b) (6). This entire collection of events has been playing out in full view for all to see. There are few employees that do not know (b) (6).

(b) (6) I have offered several times to discuss this will DLA management and have been told many times that they are not willing or have been directed by HR and Legal to not discuss the matters with me. As a result, I did not know many of the accusations, statements made, or individual interpretations until the information was given to me in support of (b) (6) (b) (6) on (b) (6). Many of them contradict themselves or are incorrect (especially by (b) (6)). That bridge will be crossed if we get to it.

Therefore, I must demand that you end the harassment that is documented, substantiated, and additionally reported DLA management at (b) (6). This can only be completed by reinstating (b) (6) (b) (6) and dropping all investigations and actions against me as they were aggravated by interfering and harassing conduct of (b) (6).

I would also demand that the proposed (b) (6) (b) (6) be withdrawn as the (b) (6), though unofficial and egregiously failed in giving (b) (6) due process, were more than sufficient in its purpose.

If I have not been notified in writing, that I have been (b) (6) this matter will be escalated to (b) (6) (b) (6) and DLA Legal as a formal complaint causing a full investigation into what we all know to be true. In addition, (b) (6) to be copied on an email to (b) (6) stating that the action against me has been withdrawn.

(b) (6) stated to (b) (6) that (b) (6) recognize that I will not know the level of activity going on to appropriately respond to my complaint. While that may be true, my coworkers and I are living and have been living with the level of activity that should have been handled months if not years ago.

I would appreciate a quick end to this debacle. However, if you chose to take the long road in this matter, I can only state one of my favorite sayings "Let's do it".

As always, let's have a great DLA day!

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Tuesday, June 6, 2017 4:46 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

That was my understanding. Thank you for confirming. Even though this is a very difficult time for me, I really appreciate all you do!

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Tuesday, June 6, 2017 2:04 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

Good afternoon,

"Approval" by the appointing authority means that it was determined that the Investigating Officer's report of investigation was sufficient.

V/r,

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Tuesday, June 6, 2017 3:39 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

Good Afternoon (b) (6)

Would you explain the meaning of the term "approved" by the Appointing Authority in (b) (6)' Notice of Status letter provided to me this date of June 6, 2017?

Thank you,

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Tuesday, June 6, 2017 12:55 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

(b) (6)

Providing status as you requested.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Monday, June 5, 2017 11:14 AM
To: (b) (6)
Subject: FW: Reevaluation Request 6-1-2017

Good Morning (b) (6)

The audit for which I requested an extension of time in reply to the (b) (6) has been completed (and could not have gone better). Now that I am (b) (6) must express the urgency of any reply to my requests for information. There seems to be information and statements that were not given to me in support of said proposal but rather either omitted or used supporting a recap which could leave out important information in my defense. This would serve as the 3rd request for that information.

I am aware that a previous recommending official in this matter serving closer to the situation, was appointed and had submitted a proposal with (b) (6). The recommending official was (b) (6) and is the appropriate recommending official for this matter pursuant to DLA policy. I am also aware that (b) (6) was the deciding official in this matter and also claims that (b) (6) is the aggrieved party. It is my suspicion that (b) (6) was involved in the development of the proposed recommended (b) (6) without giving (b) (6) the due process afforded to an employee of DLA. This could be a possibility of making several people in this matter guilty of collusion.

Therefore, I am formally requesting all information including but not limited to all statements and proposals either taken during an investigation or submitted voluntarily, government emails, history of assignments (for investigations), etc. pertaining to all accusations, investigations, documented findings, and administration of each event used in the development of the proposal mentioned above. Please let me know if the Agency is willing to deliver this information ASAP or if I must submit a formal request using the Freedom of Information Act.

I therefore request that this matter be suspended indefinitely pending the delivery of all information requested so that (b) (6) delivered by (b) (6) on (b) (6).

I would also like to document that some of (b) (6) attempts to collect information for (b) (6) are proving difficult to impossible as several people are unwilling to make statements as they fear retaliation from (b) (6) (b) (6). This conduct of (b) (6) is well known to the Agency and its management as DLA conducted its own investigation taking several statements verifying (b) (6) inappropriate conduct. Yet has taken no action subjecting our staff to addition harassing conduct and threats.

As a possible resolution to the situation regarding my situation, I would ask that DLA extend an offer to (b) (6) as they say in the legal world. (b) (6) I have learned that matters should be addressed with full disclosure regardless of the environment that (b) (6) team is subjected too. I have also learned that some of (b) (6) and established practices provided and practiced by DLA are incorrect re-enforcing the need for solid SOP's and Audit Readiness in all areas. I believe that I am a good (b) (6) in the DLA world having received (b) (6) rating in each year that I have been with DLA including this past year. I have also (b) (6)

I have two additional requests in the possible resolution of this matter. The first is that I would like an opportunity to write a reply to (b) (6) explaining the situations leading to this (b) (6) as well as some time discussing it with (b) (6) via telephone. The second, is that I would like to keep the duties of the (b) (6) which I know I can handle all the duties of both positions with confidence (further explanation can be given upon request).

It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

I would also document at this time that there has been no information or resolution provided to me concerning the allegation of harassment that (b) (6). This information is guaranteed to me by DLA policy.

The statements and information contained within or attached to this email are not to be considered in any way, full or in part, as (b) (6) (b) (6) (b) (6) (b) (6)

I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

To: (b) (6)

Cc: (b) (6)

Subject: Reevaluation Request 6-1-2017

Good Afternoon (b) (6)

Please see the attached request and supporting documentation. (b) (6)

[REDACTED]

Thank you for your consideration.

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Tuesday, June 6, 2017 4:44 PM
To: (b) (6)
Cc: (b) (6)
Subject: FW: Reevaluation Request 6-1-2017
Attachments: Workplace Harassment Investigation--Notice of Status.pdf; (b) (6) Harassment Claim 2017.pdf

Good Afternoon (b) (6),

Thank you for providing the Notice of Status. I do apologize for being any way associated with a matter such as this as well as trying to find my way through this very unfamiliar road being placed before me. Please know that the picture being drawn of me is fall from what I would deem reality. But in order to be an effective (b) (6) one must be ready to weather the storm.

Pursuit to DLA 1436.08 Enclosure 1, Section 3. All Supervisors and Management Officials must: (d) Act promptly and effectively to stop hostile or retaliatory conduct of which they are aware.

(b) (6)
Nothing has changed here at (b) (6) other than more intense pressure from (b) (6) (b) (6) as now my co-workers are a bunch of disloyal and untrustworthy blankity blanks. My obscurity is still the same but no one has had the heat turned up on them more that (b) (6) (b) (6) (b) (6) Also, it is widely known that several incidents have been brought to the attention of DLA management with no result.

In addition, I respectfully request the name of your official supervisor. As stated within my original complaint of harassment (b) (6) (b) (6), I was clear that any action against (b) (6) would be considered as retaliatory conduct. The accusations against (b) (6) (b) (6) (b) (6) It appears that the proposal (b) (6) are in retaliation or an effort to justify the inappropriate conduct under your charge.

I respectfully request the name of your immediate supervisor and an explanation of why a DLA employee in your chain of command can be place in obscurity and ignored by a (b) (6), removed from management activities, and striped of duties without due process for ten months and on-going.

Despite the storm, I truly do wish that you have a great DLA day (evening)!

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Tuesday, June 6, 2017 12:55 PM

To: (b) (6)

Cc: (b) (6)

Subject: RE: Reevaluation Request 6-1-2017

(b) (6),

Providing status as you requested.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Monday, June 5, 2017 11:14 AM

To: (b) (6)

Subject: FW: Reevaluation Request 6-1-2017

Good Morning (b) (6),

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I am aware that a previous recommending official in this matter serving closer to the situation, was appointed and had submitted a proposal with (b) (6). The recommending official was my (b) (6) and is the appropriate recommending official for this matter pursuant to DLA policy. I am also aware that (b) (6) was the deciding official in this matter and also claims that (b) (6) is the aggrieved party. It is my suspicion that (b) (6) was involved in the development of the proposed recommended (b) (6) without giving (b) (6) the due process afforded to an employee of DLA. This could be a possibility of making several people in this matter guilty of collusion.

Therefore, I am formally requesting all information including but not limited to all statements and proposals either taken during an investigation or submitted voluntarily, government emails, history of assignments (for investigations), etc. pertaining to all accusations, investigations, documented findings, and administration of each event used in the development of the proposal mentioned above. Please let me know if the Agency is willing to deliver this information ASAP or if I must submit a formal request using the Freedom of Information Act.

I therefore request that this matter be suspended indefinitely pending the delivery of all information requested so that (b) (6) delivered by (b) (6) on (b) (6).

I would also like to document that some of (b) (6) attempts to collect information for (b) (6) are proving difficult to impossible as several people are unwilling to make statements as they fear retaliation from (b) (6) (b) (6). This conduct of (b) (6) is well known to the Agency and its management as DLA conducted its own investigation

taking several statements verifying (b) (6) inappropriate conduct. Yet has taken no action subjecting our staff to addition harassing conduct and threats.

As a possible resolution to the situation regarding my situation, I would ask that DLA extend an offer to (b) (6) as they say in the legal world. (b) (6)

I have learned that matters should be addressed with full disclosure regardless of the environment that (b) (6) team is subjected too. I have also learned that some of (b) (6) and established practices provided and practiced by DLA are incorrect re-enforcing the need for solid SOP's and Audit Readiness in all areas. I believe that I am a good (b) (6) in the DLA world having received a (b) (6) rating in each year that I have been with DLA including this past year. I have also received (b) (6)

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It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

I would also document at this time that there has been no information or resolution provided to me concerning the allegation of harassment (b) (6). This information is guaranteed to me by DLA policy.

The statements and information contained within or attached to this email are not to be considered in any way, full or in part, (b) (6)

I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

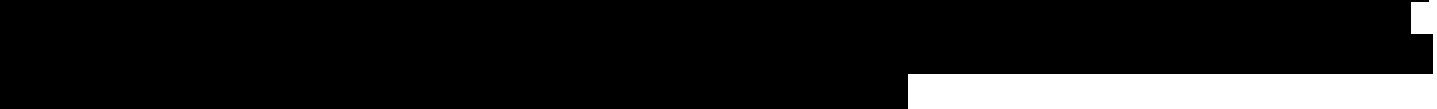
To: (b) (6)

Cc: (b) (6)

Subject: Reevaluation Request 6-1-2017

Good Afternoon (b) (6)

Please see the attached request and supporting documentation. (b) (6)



Thank you for your consideration.

(b) (6)



To: (b) (6)
| | (b) (6)
| | (b) (6)

From: (b) (6)

Date: January 12, 2017

Subject: Formal Notification of Allegation of Harassment Pursuant to DLA1438.06

It is with regret and apprehension that I am formally notifying DLA and its proper designated officials of harassing conduct which falls under DLA1438.06. I am certain that an issuing investigation will show evidence exceeding the threshold of harassment detailed as:

- a. Severe or pervasive conduct that is unwanted or offensive that has the purpose or effect of unreasonably interfering with an individual's work performance, violating a person's dignity, or creating an intimidating, humiliating, hostile, or offensive environment; or
- b. Aggressive, menacing, malicious, or insulting behavior involving the misuse of power that makes a reasonable person feel vulnerable, upset, humiliated, undermined, or threatened. "Power" does not always mean being in a position of authority, but can include both personal strength and the power to coerce through fear or intimidation, and can take the form of physical, verbal, and non-verbal conduct.

Harassing Parties Involved:

(b) (6)

(b) (6)

Harassed Party:

(b) (6)

Actions taken toward (b) (6) and Allegations of Harassment

On (b) (6), (b) (6) came to (b) (6). In a private meeting, (b) (6) told (b) (6) that (b) (6) had received a telephone call from (b) (6) telling (b) (6) that a complaint of harassment filed with DLA Distribution against (b) (6) had been found to be valid. (b) (6) stated during that closed door conversation that:

- the minimum penalty for a violation such as this was removal from (b) (6) and an automatic downgrade in the GS pay system.
- (b) (6) had instructed (b) (6) that (b) was unable to go with the minimum penalty because (b) did not have a position to put (b) in.
- that (b) removal from federal civil service was a possibility.
- that (b) (6) would recommend the punishment of removal and that (b) would approve it.
- that "(b) days at DLA were over".
- that (b) should look for a job outside of DLA.
- that (b) was very sorry, but there was nothing (b) could do.
- that it would be better to quit civil service than to wait this out.
- that (b) could hire a Lawyer (b) wanted.

On (b) (6) during a safety walk-through of bldg. (b) (6) spoke with (b) (b) (6). (b) told (b) that (b) (6) had asked (b) if they "were really going to fire (b) (6)" (b) (6) told me that (b) could not answer (b). (b) (6) and that it was inappropriate to discuss the matter. (b) (6) (b) (6) (b) agreed that there was no doubt that this information came from (b) (6) and (b) stated that (b) would do (b) best to keep the rumors down. (b) stated that (b) could not believe all this was happening and asked why (b) (6) (b) (6) reply was "(b) (6) (b) (6)". This means that (b) (6) always pushes to get (b) way.

On (b) (6), (b) (6) came to (b) (6) and informed (b) that (b) (6)

On (b) (6) during an interview with (b) (6), who was collecting statements involving the allegation of harassment mentioned above, (b) asked (b) (b) (6) what (b) thought of the whole situation. (b) reply was that (b) thought that it was nothing more than a misunderstanding and that to (b) knowledge, there was no complaint. During a different conversation months later with (b) (6) during (b) visit (b) (6) (b) (6) asked (b) if there was any status on the harassment matter. (b) reply was that (b) would have thought the matter would have been over with long ago. While (b) do not have the date for this, (b) (6) travel records will show the timeline.

Since (b) (6), (b) (6)

(b) (6)

(b) (6)

Since (b) (6), I have been:

- removed from all (b) (6) responsibilities of any kind.
- (b) (6)
- restricted from any communication with the (b) (6)
- (b) (6)

Threshold for Meeting the Accusation of Harassment

a. Severe or pervasive conduct that is unwanted or offensive that has the purpose or effect of unreasonably interfering with an individual's work performance, violating a person's dignity, or creating an intimidating, humiliating, hostile, or offensive environment;

(b) (6) held several positions within (b) (6) organization. I began my career with this organization with (b) (6) (b) (6) I joined DLA in (b) (6)

In addition, I have a (b) (6)

I have worked very hard to establish and hold a good reputation with all DLA entities at (b) (6), the operating contractor (b) (6), all aspects of DLA Headquarters, other DLA depots, and most importantly, DLA's customers.

(b) (6)

It is my intension to see this through to its proper end. The Defense Logistics Agency has conducted training on resiliency and harassment. I am a firm believer in these principles even though they do not exist at (b) (6) under (b) (6) (b) (6)

I also believe that issues should be resolved in house. However, I have marshaled the evidence in this matter. Should DLA fail to resolve this matter by: 1) putting an immediate end to this harassment, 2) providing a letter that all actions used as a basis in this harassing action have been cleared, 3) imposing an appropriate punishment toward (b) (6), 4) (b) (6), 5) award a proper restitution for harm to my reputation and character and 6) provide proper protection from any and all retaliation; litigation is imminent.

In the beginning of this notice of harassment, I began by stating that I was apprehensive. This is because I have very little doubt of the retaliation no matter how subtle, that will come from this action. (b) (6). I have watched (b) (6) force two people into retirement and is currently working on a third. (b) (6) stated "I don't know what (b) (6) did to (b) (6), but (b) (6) does not like (b) (6) and (b) (6) (b) (6) has some pretty big plans and (b) (6) are not a part of them", what do I have to lose?

DLA's policy and procedures state that harassment and retaliation will not be tolerated. I believe that the findings from an investigation will meet the threshold for the criteria set by DLA's policies and procedures with appropriate corrective measures taken as soon as possible.



DEFENSE LOGISTICS AGENCY
DISTRIBUTION
430 MIFFLIN AVENUE
NEW CUMBERLAND, PENNSYLVANIA 17070

June 6, 2017

MEMORANDUM FOR (b) (6)

SUBJECT: WORKPLACE HARASSMENT INVESTIGATION – NOTICE OF STATUS

Pursuant to Army Regulation 15-6 and DLA Instruction 1438.06 (Workplace Harassment Prevention and Response Policy), the (b) (6) on or about February 16, 2017, directed that an investigation be conducted into allegations related to a member of DLA Distribution Hill, Utah.

Pursuant to DLAI 1438.06, Enclosure 1, Section 3(f), I am hereby notifying you, (b) (6) that the investigation has been completed and approved by the Appointing Authority.

Pursuant to DLAI 1438.06, Enclosure 2, Section 8(b), the appropriate management official, in coordination with DLA J1 and Distribution Counsel, will ensure that appropriate corrective or disciplinary action will be undertaken.

Questions on this matter should be directed to (b) (6)

(b) (6)

By signing below, you are acknowledging receipt of this notice.

EMPLOYEE NAME

DATE

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Tuesday, June 6, 2017 3:39 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

Good Afternoon (b) (6)

Would you explain the meaning of the term "approved" by the Appointing Authority in (b) (6)' Notice of Status letter provided to me this date of June 6, 2017?

Thank you,

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Tuesday, June 6, 2017 12:55 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Reevaluation Request 6-1-2017

(b) (6)

Providing status as you requested.

(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Monday, June 5, 2017 11:14 AM
To: (b) (6)
Subject: FW: Reevaluation Request 6-1-2017

Good Morning (b) (6)

The audit for which I requested an extension of time in reply to the (b) (6) has been completed (and could not have gone better). Now that I am within the (b) (6), I must express the urgency of any reply to my requests for information. There seems to be information and statements that were not given to me in support of said proposal but rather either omitted or used supporting a recap which could leave out important information in my defense. This would serve as the 3rd request for that information.

I am aware that a previous recommending official in this matter serving closer to the situation, was appointed and had submitted a proposal with (b) (6)

(b) (6) The recommending official was my (b) (6) and is the appropriate recommending official for this matter pursuant to DLA policy. I am also aware that (b) (6) was the deciding official in this matter and also claims that (b) (6) is the aggrieved party. It is my suspicion that (b) (6) was involved in the development of the proposed recommended (b) (6) without giving (b) (6) the due process afforded to an employee of DLA. This could be a possibility of making several people in this matter guilty of collusion.

Therefore, I am formally requesting all information including but not limited to all statements and proposals either taken during an investigation or submitted voluntarily, government emails, history of assignments (for investigations), etc. pertaining to all accusations, investigations, documented findings, and administration of each event used in the development of the proposal mentioned above. Please let me know if the Agency is willing to deliver this information ASAP or if I must submit a formal request using the Freedom of Information Act.

I therefore request that this matter be suspended indefinitely pending the delivery of all information requested so that (b) (6) delivered by (b) (6) on (b) (6).

I would also like to document that some of (b) (6) attempts to collect information for (b) (6) are proving difficult to impossible as several people are unwilling to make statements as they fear retaliation from (b) (6) (b) (6). This conduct of (b) (6) is well known to the Agency and its management as DLA conducted its own investigation taking several statements verifying (b) (6) inappropriate conduct. Yet has taken no action subjecting our staff to addition harassing conduct and threats.

As a possible resolution to the situation regarding my situation, I would ask that DLA extend an offer to (b) (6) as they say in the legal world. (b) (6) I have learned that matters should be addressed with full disclosure regardless of the environment that (b) (6) team is subjected too. I have also learned that some of (b) (6) and established practices provided and practiced by DLA are incorrect re-enforcing the need for solid SOP's and Audit Readiness in all areas. I believe that I am a good (b) (6) in the DLA world having received (b) (6) rating in each year that I have been with DLA including this past year. I have also (b) (6)

I have two additional requests in the possible resolution of this matter. The first is that I would like an opportunity to write a reply to (b) (6) explaining the situations leading to this (b) (6) well as some time discussing it with (b) (6) via telephone. The second, is that I would like to keep the duties of the (b) (6) which I know I can handle all the duties of both positions with confidence (further explanation can be given upon request).

It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

I would also document at this time that there has been no information or resolution provided to me concerning the allegation of harassment (b) (6). This information is guaranteed to me by DLA policy.

The statements and information contained within or attached to this email are not to be considered in any way, full or in part, as (b) (6)

I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

To: (b) (6)

Cc: (b) (6)

Subject: Reevaluation Request 6-1-2017

Good Afternoon (b) (6)

Please see the attached request and supporting documentation. (b) (6)

Thank you for your consideration.

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Monday, June 5, 2017 11:14 AM
To: (b) (6)
Subject: FW: Reevaluation Request 6-1-2017
Attachments: Reevaluation Request (b) (6) 6-1-17.pdf; DDHU Org Chart 23JAN 2017.pptx

Good Morning (b) (6),

The audit for which I requested an extension of time in reply to the (b) (6) has been completed (and could not have gone better). Now that I am within the (b) (6) I must express the urgency of any reply to my requests for information. There seems to be information and statements that were not given to me in support of said proposal but rather either omitted or used supporting a recap which could leave out important information in my defense. This would serve as the 3rd request for that information.

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(b) (6)

I have two additional requests in the possible resolution of this matter. The first is that I would like an opportunity to write a reply to (b) (6) explaining the situations leading to this (b) (6) well as some time discussing it with her/you via telephone. The second, is that I would like to keep the duties of the (b) (6) (which I know I can handle all the duties of both positions with confidence (further explanation can be given upon request).

It is my goal to clear my name in the best way I can for the Agency, myself, my co-workers, and my family. If we have not come to a clear resolution in this matter by COB on 07 June 2017, I will make one more attempted with higher DLA management. If resolution is still not achieved, I will file a request under the freedom of Information Act and solve this matter outside of the Agency. It is my hope and prayer that individual pride does not stand in the way of simple resolution to a complicated matter.

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I apologize for taking your time with such an unpleasant topic and I hope that you all have a great DLA day! We have a great mission and it should not be this hard.

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, June 1, 2017 1:30 PM

To: (b) (6)

Cc: (b) (6)

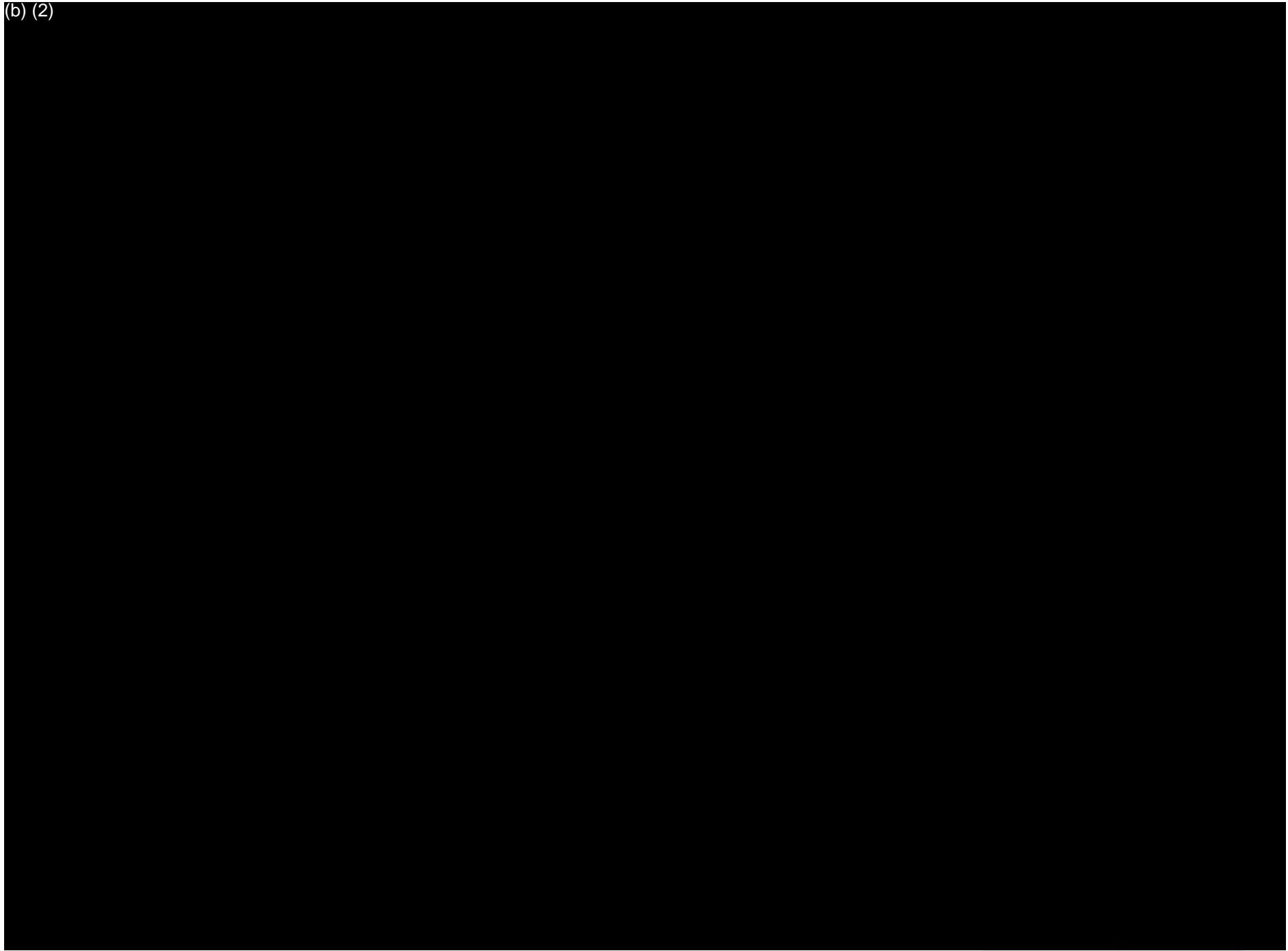
Subject: Reevaluation Request 6-1-2017

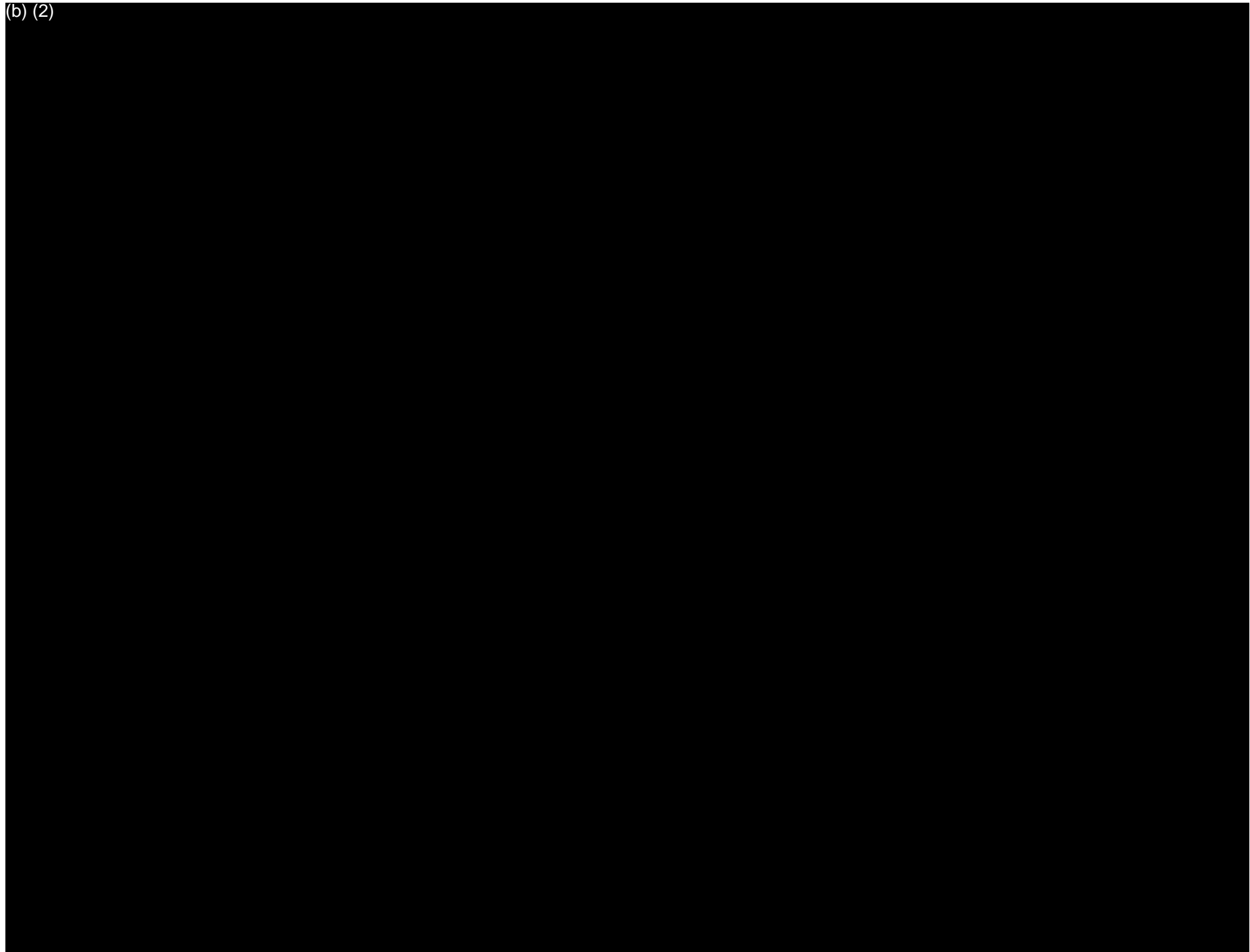
Good Afternoon (b) (6),

Please see the attached request and supporting documentation. (b) (6)

Thank you for your consideration.

(b) (6)





(b) (2)



For Official Use Only



(b) (2)



For Official Use Only

(b) (6)



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: (b) (6)
Sent: Thursday, June 1, 2017 3:30 PM
To: (b) (6)
Cc: (b) (6)
Subject: Reevaluation Request 6-1-2017
Attachments: Revaluation Request (b) (6) 6-1-17.pdf; DDHU Org Chart 23JAN 2017.pptx

Good Afternoon (b) (6)

Please see the attached request and supporting documentation. (b) (6)

(b) (6)

Thank you for your consideration.

(b) (6)

